

CMG Ohio (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR WHIO-TV), Dayton, Ohio
EEO Public File Report Part 1
June 1, 2013 - May 31, 2014

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
#1	Reporter - Television	2/11/2013	10/7/2013	WHIO-TV	12	0
				TVJobs	12	0
				Frank Magid	1	0
				Employee Referral	2	0
				Talent Dynamics	12	2
				EEO Recruitment Source List	0	0
				Internal Posting	0	0
#2	All Media Journalist (Multimedia Reporter)	3/4/2013	10/7/2013	Employee Referral	4	2
				Former Employee Referral	1	1
				Journalism Jobs	1	1
				Monster	2	0
				TVJobs	1	0
				University of Dayton	1	0
				Internal Posting	0	0
EEO Recruitment Source List	0	0				
#3	Account Executive (Outside Sales Media)	3/28/2013	6/24/2013	Newspaper Ad	2	0
				Indeed	1	1
				Monster	2	0
				Employee Referral	3	1
				Internal Posting	0	0
				EEO Recruitment Source List	0	0
#4	Videographer - Television	4/19/2013	6/23/2013	Monster	2	0
				Internal Posting	2	1
				TVJobs	2	0
				EEO Recruitment Source List	0	0
				Springfield News-Sun newspaper	0	0
				JournalNews newspaper	0	0
				Dayton Daily News newspaper	0	0
#5	Producer - Television	5/23/2013	7/29/2013	TVJobs	1	0
				Employee Referral	1	0
				WHIO-TV	2	1
				Internal Posting	1	0

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#6	All Media Journalist (Multimedia Reporter)	5/24/2013	7/8/2013	TVJobs	2	1
				EEO Recruitment Source List	0	0
#7	Traffic Assistant (Multimedia Coordinator)	7/5/2013	8/26/2013	Internal Posting	2	0
				Temporary Agency	2	1
				Monster	5	0
#8	Director, Creative	7/16/2014	10/14/2013	Monster	3	1
				TVJobs	0	0
				Springfield News-Sun newspaper	0	0
				JournalNews newspaper	0	0
				Today's Pulse newspaper	0	0
				Oxford Press Newspaper	0	0
#9	Meteorologist - Television	9/26/2013	11/5/2013	Employee Referral	1	1
				Talent Dynamics	1	0
				TVJobs	2	0
				Monster	0	0
				EEO Recruitment Source List	0	0
#10	Account Executive - Television	10/7/2013	1/15/2014	Internal Posting	4	0
				Monster	0	0
				Word of Mouth	6	1
#11	Graphic Designer	11/11/2013	2/24/2014	Internal Posting	3	1
				Unknown	2	0
				Employee Referral	2	0
				Monster	0	0
				TVJobs	0	0
				EEO Recruitment Source List	0	0
#12	Producer - Television	11/15/2013	1/13/2014	TVJobs	2	0
				WEIU	1	1
				WHIO-TV	3	0
				University of Missouri	0	0

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#13	Manager, Events & Comm Outreach	11/21/2013	3/10/2014	Internal Posting	2	0		
				Monster	2	0		
				Employee Referral	1	1		
				EEO Recruitment Source List	0	0		
#14	Sales Coordinator	12/20/2013	3/3/2014	Internal Posting	1	0		
				12/23/2013	2/24/2014	Newspaper Ad	5	1
				Employee Referral	5	1		
				Temporary Agency	1	0		
				Monster	0	0		

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Capital University 333 W. First Street Suite 130 Dayton, Ohio 45402 www.capital.edu	Eric Anderson / Human Resources - Employer Self Posting through Central Ohio Consortium www.cocjobline.org	0	No
Cederville University PO Box 601 Ceaderville, Ohio 45314 www.cedarville.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Central Michigan University 2155 Fifth Street WPAFB, Ohio 45433	Career Development & Placement	0	No
Central State University 1400 Brush Row Road Wilberforce, Ohio 45385 www.centralstate.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
City of Dayton 101 W. Third Street Dayton, Ohio 45407 www.cityofdayton.org	Human Resources	0	No
Clark State Comm. Col. 100 S. Limestone Street Springfield, Ohio 45502 www.clark.cc.oh.us	Dana Kapp, Placement Director	0	No
Client Referrals	WEIU - 1, Former Employee - 1, Journalism Jobs - 1	3	No
CMG Ohio - Print Ads 1611 S. Main Street Dayton, Ohio 45409 www.cmgohio.com	CMG Ohio Human Resources (Dayton Daily News, Springfield News-Sun, Middletown Journal, Hamilton JournalNews, Today's Pulse, Oxford Press)	7	No
Collegiate Broadcasters, Inc. UPS – Hershey Square Center 1152 Mae Street Hummelstown, PA 17036	Career Office	0	No
Cox Career Network www.coxenterprises.com	Human Resources	0	No

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Cox Media Group Ohio - In House 1611 South Main Street Dayton, Ohio 4509	Human Resources - Internal Postings	15	No
Cox Media Group Ohio 1611 S. Main Street Dayton, Ohio 45409 www.cmgohio.com	Employee Referral	17	No
Dayton Chapter, NAACP 1528 W. Third Street Dayton, Ohio 45407 www.naacpdayton.org	Dr. Robert Baines, Jr. Placement Director	0	No
DAY-VEST 1133 S. Edwin C Moses Blvd Suite 390 Dayton, Ohio 45408 www.day-vest.org	Mr. Davis, Placement Director	0	No
DeVry Institute of Tech 1350 Alum Creek Drive Columbus, Ohio 43209 www.devry.edu	Beth Robinson, Career Service Department	0	No
Edison State Comm. Col. 1973 Edison Drive Piqua, Ohio 45356 www.edison.cc.oh.us	Julie Slattery, Career Services Department	0	No
ITT 3325 Stop Eight Road Dayton, Ohio 45414	Melinda Jeffery	0	No
Goodwill Easter Seals Miami Valley 1511 Kuntz Rd. Dayton, Ohio 45404	Emi Tiley	0	No
Howard University 525 Bryant Street Washington, D.C. 20059 www.howard.edu	Career Planning Department	0	No
Indeed Website	www.indeed.com	1	No
Indiana Wesleyan 2912 Springboro Road W Dayton, Ohio 45439	Dayton Education & Conference Center	0	No

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International College of Broadcasting 6 South Smithville Road Dayton, Ohio 45431 www.icbcollege.com	Kenny Pyles, Placement Director	0	No
Job Center 1111 S. Edwin C. Moses Dayton, Ohio 45422	Jamica Garrison	0	No
Kent State University 261 MCS, PO Box 5190 Kent, Ohio 44242 www.kent.edu	Robin Piatt	0	No
Leadership Institute 1101 N. Highland Street Steven P.J. Wood Bldg Arlington, Virginia 22201 www.leadershipinstitute.org	Andrea McCarthy, Employment Placement Center www.medialine.com	0	No
Medialine - TV Only	Sarah Reinman - Employer Self Post	0	No
Miami Jacobs - Columbus 150 Gay Street Columbus, Ohio 43215	Jennifer Ellis	0	No
Miami Jacobs College 110 N. Patterson Blvd Dayton, Ohio 45402 www.miamijacobs.edu	Career Development & Placement	0	No
Miami University 241 Hoyt Hall Oxford, Ohio 45056 www.muohio.edu	Margie Perkins, Career Services Director	0	No
Miami Valley CTC 6800 Hoke Road Clayton, Ohio 45315		0	No
Miami Valley CTC 6800 Hoke Road Clayton, Ohio 43515	Career Office	0	No

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Monster 1611 S. Main Street Dayton, Ohio 45409 www.monster.com	CMG Ohio Human Resources	16	No
National Association of Broadcasters 1771 North Street NW Washington, D.C. 20036	Employment Clearinghouse	0	No
National College of Business & Tech 1837 Woodman Ctr Drive Kettering, Ohio 45420	Laura M. Hinkebein	0	No
Ohio Ctr for Broadcasting 9000 Sweet Valley Vally View, Ohio 44125	Gary James, Placement Director	0	No
Ohio State University 154 N. Oval Mall Room 3033 Derby Hall Columbus, Ohio 43210 www.osu.edu	Journalism & Communication	0	No
Ohio University 1 Park Place Athens, Ohio 45701	Holly Jacobs, Career Services Department	0	No
Otterbein College One Otterbein College Westerville, Ohio 43081 www.otterbein.edu	Human Resources - Employer Self Posting through Central Ohio Consortium www.cocjobline.org	0	No
Outside Sources	Unknown - 2	2	No
Sinclair Comm. College 444 W. Third Street Rm 10315 Dayton, Ohio 45402 www.sinclair.edu	Mike Imwalle, Career Service Department Katria Jordan, Career Services Department Terry Maiwurm, Engineering Department	0	No
Temporary Agency	Manpower - Kathy Troutman www.tvjobs.com	3	No
TV Jobs -TV Only	Sarah Reinman - Employer Self Post	22	No
University of Dayton 300 College Park Drive Dayton, Ohio 45469 www.udayton.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	1	No

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University of Missouri 104 Jesse Hall Columbia, MO		0	No
Urbana University 579 College Way Urbana, Ohio 43028 www.urbana.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Warren County Career Center (JVS) 3525 North State Rt 48 Lebanon, Ohio 45036	Human Resources - Employer Self Posting through Warren County Career www.mywccc.org	0	No
WHIO - Website 1611 South Main Street Dayton, Ohio 4509	Digital Department	17	No
Wilberforce University 1055 N. Bickett Road Wilberforce, Ohio 45384 www.wilberforce.edu	Linda Alwood, Career Services Director	0	No
Wittenburg University PO Box 720 Springfield, Ohio 45501 www.wittenburg.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Word of Mouth		6	No
Wright State University 3640 Colonel Glenn Highway Fairborn, Ohio 45435 www.wright.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Frank Magid - TV Only	Employer self search	1	No
Talent Dynamics 600 Las Colinas Blvd. Irving, TX 75039	Employer self search	13	No

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Number	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	6/13/2013	University of Dayton	Worked with students participating in the Ohio State House Intern Program	Ohio State House Intern Program students	Jim Otte
2	7/17/2013	Troy, OH Chamber of Commerce	Station reporter led tour and explained role to a group of Leadership Troy members	Participated in media day by sharing job in media and led tour of Northern Bureau Office	Steve Baker
3	7/17/2013	Troy Kiwanis Club	TV reporter discussed his role in the business, explained the converged group of TV, radio & print. Also explained how the breaking news works with the Sidney Noon Kiwanis Club.	Meeting Discussed TV News, CMGO, the breaking news concept and the organization's dedication to the northern counties we cover	Steve Baker
4	8/10/2013	Troy High School	High school students job shadowed a television reporter	Experience provides student with real life observation of daily work performed in the media landscape	Steve Baker
5	8/13/2013	Ohio University	College students had the opportunity to shadow a television personality	Experience provides student with real life observation of daily work performed in the media landscape. Also, provided a tour of the newsroom and studio	Rich Wirdzek
6	9/6/2013	Brethren Retirement Community 6 th Annual Charity Auction and Dinner in Greenville, OH	Brethren Retirement Community is a Christian, not-for-profit Continuing Care Retirement Community that has been providing senior living to Darke County for 110 years.	Master of ceremonies, keeping the program moving in between speakers and segments, as well as assisting in the live auction. Also interacted with attendees, talking about current events on K99.1FM and answering questions about the radio industry.	Nancy Wilson
7	9/8/2013	Italian Fall Festa at Bella Villa Hall in Kettering	Radio personality met with people attending the Fall Festal spoke with them about the media industry	Acted as "celebrity waiter" in several of the booths interacting with festival goers as a server and talking about the industry.	Nancy Wilson
8	9/12/2013	Agape for Youth Fundraiser Gala at Dayton Racquet Club	Radio personality spoke to Agape for Youth about media industry	Master of ceremonies, guiding the evening's program, also acting as the "auctioneer." Interacted with the crowd by discussing the group and also the radio industry	Nancy Wilson
9	9/17/2013	Dayton Area Philanthropic Education Organization	Spoke with the Dayton Area Philanthropic Education Organization	Spoke about working in the television media field	Jamie Simpson
10	9/25/2013	Miami Valley Medical Group Management Association	Spoke to a group of people about dealing with change	Spoke about attitude in dealing with change and how the media industry has changed over the years	Larry Hansgen
11	10/2/2013	University of Dayton	Lifelong learning courses	Spoke to students participating in lifelong learning courses to speak about careers in the news media	Rich Wirdzek
12	10/16/2013	University of Dayton	Lifelong Learning Institute	Spoke to students participating in lifelong learning courses to speak about careers in the news media	James Brown & Cheryl McHenry
13	10/24/2013	Choices in Community Living Board of Directors guest speaker	Choices is a division of the MRDD that allows people with developmental disabilities to live independent lives	Spoke to the Board about K99.1FM's involvement with Choices. Interacted with the attendees by discussing the group and also the radio industry	Nancy Wilson
14	11/13/2013	Echoing University	Met with a class to discuss television careers	Spoke about working in the television media field	John Paul

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15	11/23/2013	Private Tour	Tour for 6 adults and 4 kids	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
16	11/23/2013	Girl Scouts	Tour for 14 scouts and 4 adults	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
17	11/23/2013	Girl Scouts	Tour for 6 scouts and 3 adults	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
18	11/23/2013	Cub Scouts	Tour for 8 adults and 8 Cub Scouts	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
19	11/23/2013	Private Tour	Tour for 2 adults and 3 kids	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
20	11/23/2013	Boy Scouts	Boy Scouts	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
21	2/3/2014	Ohio University	College students had the opportunity to shadow a television personality	Experience provides student with real life observation of daily work performed in the media landscape	Kate Bartley
22	3/22/2014	Cub Scouts	Tour for 20 scouts and 2 adults	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
23	3/22/2014	Cub Scouts	Tour for 8 scouts and 12 adults	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
24	3/22/2014	Cub Scouts	Tour for 6 scouts and 16 adults	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
25	3/22/2014	Private Tour	Tour for 16 senior adults	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
26	3/26/2014	Wright State Career Recruiting Day - Individuals with Disabilities	One day event to inform students about our company and for them to gather information regarding job openings and internships	Representatives man a booth, answering questions, supplying information about job openings and internships, and gathering resumes from prospective candidates	Human Resources Nick Graham - Videographer Manager, WHIO-TV Quincy Wallace - Executive Producer, WHIO-TV
27	3/29/2014	Xenia Library	Talked about the Xenia tornado coverage	Discussed covering the 1974 Xenia from his professional experience	Jamie Simpson

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28	4/9/2014	Sinclair Community College Recruitment	One day event to inform students about our company and for them to gather information regarding job openings and internships	Representatives man a booth, answering questions, supplying information about job openings and internships, and gathering resumes from prospective candidates	Human Resources Nick Graham - Videographer Manager, WHIO-TV Quincy Wallace - Executive Producer, WHIO-TV
29	5/8/2014	Centerville Rotary	Speaker discussed working in the media field and how it worked with the covering	Employee discussed working in the radio field	Larry Hansgen
30	5/9/2014	Kettering Middle School	An school held event where students learn about different career paths	Employee spoke about working in the television media field	Natalie Jovonovich
31	Ongoing	Content & Marketing	Internship program is designed to provide hands-on experience that will be mutually	The internship position is designed to challenge	Various managers
32	Ongoing	In-House Training & Development	Opportunities are available for employees to improve their job knowledge and personal growth.	CM Ohio offers diversity, self-development and department/equipment specific training through classroom and virtual training through CMG University. Additionally, Cox Corporate provides diversity and leadership courses for all employees	Human Resources
34	Ongoing	Student Job Shadows	Job Shadowing is offered to students who are working towards a profession in the Media Industry.	The job shadowing experience provides students with real live observation of daily work being performed.	Various managers
35	Ongoing	Internship Program	Internship program is designed to provide hands-on experience that will be mutually beneficial for both the intern and the organization	The internship position is designed to challenge students and provide them with practical experience in Sales/Advertising, Content News/Reporting and Marketing in the media industry.	Various managers
36	Ongoing	EOS	enterprise-wide executive development program sponsored by Cox Enterprises, Inc. It involves leaders from each Cox division who are chosen for this development experience because they are seen as critical to our future.	Eos will involve immersive learning experiences, ongoing interaction via social media, and real work on cross-business opportunity teams (CBOT). Participants will be required to develop a basic understanding of the core businesses and emerging issues in each Cox division.	Rob Rohr
37	Ongoing	Mentor Program	A program developed for up and coming professionals whose development will contribute to company growth that are willing and able to commit to development at this time. This is part of a mix that reflects Cox' goal for diverse leadership in the future	Committed to spending 3 hours per month for a year. Group meetings are held three to four times a year.	Julia Wallace
38	Ongoing	CMG LP	focuses on three strategic business priorities –cash flow, innovation and talent. Specifically, the program builds new skills such as finance for non-financial managers, how to develop a culture of innovation and becoming a more successful team leader.	Three group sessions throughout the year, with classes starting in April and ending in December. Seven full days plus an estimated 10 hours for coaching, peer calls and pre-work.	Toni Mitchell Kathy Eagle

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39	August 2012 - June 2013	Leadership Dayton	Leadership Dayton is a premier leadership development program designed to identify, educate and motivate a network of community leaders and increase their capacity to serve the Dayton region. Participants live, work and serve in a number of counties including: Butler, Clark, Darke, Greene, Miami, Montgomery, Preble, Shelby and Warren.	Participants meet with others in the group monthly for 10 months	Damon Woods
40	Ongoing	Mentee Program	<ul style="list-style-type: none"> • Experienced and successful Cox leaders who can help maximize the growth of up and coming leaders • Are willing and able to commit time to the program Are part of a mix that reflects Cox' goal for diverse leadership in the future	Committed to spending 3 hours per month for a year. Group meetings are held three to four times a year.	Toni Mitchell
41	April - November 2013	Career Development Program	The CMGO Career Development Program was designed to identify emerging leaders within our organization. The program will deliver a series of classes and other development opportunities designed to enable participants to enhance their potential , gain a broader view of the organization and key drivers of the business. Completion of the program is intended to further guide success in their current role and prepare them for future promotional opportunities.	Participants attend meetings throughout the year to focus on various topics that develop their leadership skills	17 employees

Grand Total

122